

CA20N
L90
-Z001



3 1761 11969467 7

Help for employers who hire rehabilitated workers

DEPOSITORY LIBRARY MATERIAL
JUL 10 1971
UNIVERSITY OF CALIFORNIA

THE SECOND INJURY
AND ENHANCEMENT FUND

You're thinking about hiring a rehabilitated worker but you're worried that you might be taking a financial risk. Did you know that the WCB can help you reduce this risk to a minimum?

Studies have proven that rehabilitated workers make good employees. But you may still feel that hiring a worker with some physical limitation could end up costing you money. Perhaps you're afraid that accident costs could rise because the job you offer might aggravate the old injury. Or you're concerned that the employee's condition may be the cause of another accident, may delay recovery from a second injury, or may make a new injury more serious.

These are real worries, and the WCB has a fund specially designed to help you make a decision to hire rehabilitated workers.

The Second Injury and Enhancement Fund has been set up to encourage employers to hire workers who have some type of disability.

The Second Injury and Enhancement Fund goes into play whenever there is a proven relationship between an employee's pre-existing condition and a new injury. Any part of the cost of a claim that can be attributed to an earlier claim or pre-existing condition is transferred from your account to the Fund. You will receive a credit adjustment on your Accident Cost Statement, and your cost record will not be affected in any way.

The Second Injury and Enhancement Fund is available to all Schedule 1 employers — those who pay assessments to the WCB.

What happens if a new employee is hurt while taking part in an on-the-job training program arranged by the WCB's rehabilitation counsellors?

All compensation costs are charged to the Second Injury and Enhancement Fund. No costs are assigned to the new employer or to the company where the worker was employed when the original accident happened.

Does the Second Injury and Enhancement Fund still apply if the employer didn't know about the original injury or condition?

Yes, provided that there is a proven relationship between the old injury and the new one. If the new accident aggravates the old injury, 50 per cent or more of the compensation costs are assigned to the Fund.

Does the Second Injury and Enhancement Fund cover employees with epilepsy, or those with artificial limbs?

Yes, if the worker's disability is the cause of a work accident, all compensation costs for injury suffered in that accident are covered by the Fund.

What happens if a new work accident causes a disability that is not related to the employee's earlier injury?

The Second Injury and Enhancement Fund does not apply.

How does the employer know when the Second Injury and Enhancement Fund is being applied?

The WCB sends a letter to the employer, giving details about how the worker's compensation costs are being assigned.

Where does the money for the Second Injury and Enhancement Fund come from?

A small part of all the assessments paid by Schedule 1 employers each year is set aside for the Fund. All employers contribute to it, not just those who make use of it.

For further information, contact the
Vocational Rehabilitation Division
representative in your area.

Toronto Head Office (416) 965-8616	2 Bloor Street East Toronto, Ont. M4W 3C3
Metro Toronto Information Centre (416) 965-8864	952 College Street Toronto, Ont. M6H 1A5
North/West Information Centre (416) 248-7131	1780 Weston Road Toronto, Ont. M9N 1V8
Area Offices	
Hamilton (416) 523-1800	100 Main Street East Room 4103 Hamilton, Ont. L8N 3W6
Kingston (613) 544-9682	1055 Princess Street Room 303 Kingston, Ont. K7L 5T3
Kitchener/Waterloo (519) 576-4130	153 Frederick Street Kitchener, Ont. N2H 2M2
London (519) 433-2331	495 Richmond Street London, Ont. N6A 5A9
North Bay (705) 472-5200	189 Wyld Street North Bay, Ont. P1B 1Z2
Ottawa (613) 238-7851	350 Sparks Street Room 206 Ottawa, Ont. K1R 7S8
Sault Ste. Marie (705) 942-3002	Station Towers, Suite 205 421 Bay Street Sault Ste. Marie, Ont. P6A 1X3
St. Catharines (416) 937-2020	282 Linwell Road Suite 120 St. Catharines, Ont. L2N 6N5
Sudbury (705) 673-6701	224 Elm Street West Sudbury, Ont. P3C 1V3
Thunder Bay (807) 623-4545	West Arthur Place, Room 101 1265 Arthur Street East Thunder Bay "F", Ont. P7E 6E7
Timmins (705) 267-6427	273 Third Avenue Suite 204 Timmins, Ont. P4N 7H9
Windsor (519) 256-3461	787 Ouellette Avenue Windsor, Ont. N9A 4J4